

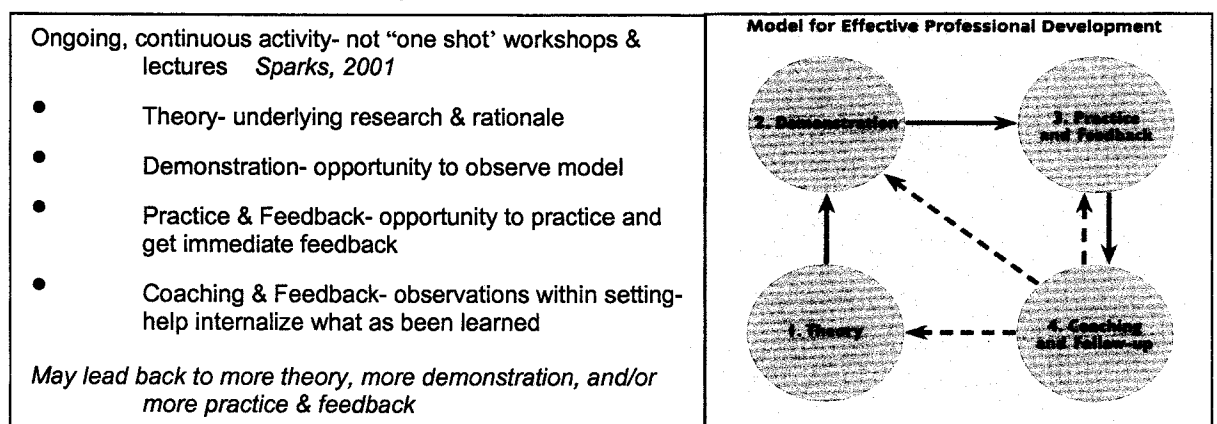
About WM- CSPD (Western Montana Comprehensive System of Personnel Development)

Location: WM- CSPD serves the CSPD Region 5 Counties to include Flathead, Lake, Lincoln Mineral, Missoula, Ravalli, & Sanders

Population: Districts: 77 Schools: 154 Administrators: 180 Certified staff: 3016
Students: 40,077

Mission: *WM-CSPD is a force for change that promotes high quality professional development opportunities & supports communities of lifelong learners to achieve successful outcomes for ALL children and youth*

Model for Professional Development



Benefits of Peer Coaching (Consultation/ Technical Assistance)

Inservice Component	Knowledge % of teachers who understand the concept	Skill % of teachers who apply the concept	Transfer % of teachers who make the concept part of their teaching repertoire
Study of theory	10%	5%	0%
With demonstration	30%	20%	0%
With Practice	60%	60%	5%
With peer coaching (consultation/ technical assistance)	95%	95%	95%

Joyce & Showers, 2002

Levels of Professional Development Implementation

Level 1: Awareness and basic introduction of the topic/ skill

Level 2: Opportunities to deepen topic/ skill knowledge –provide opportunities for personnel to actively proactive the topic/ skill that is being taught and implement into their classroom.

Level 2B: Job embedded- provides more in-depth practice and implementation. Could include coaching, consultation or technical assistance, continued team planning and problem solving of the implementation

Level 3: Training of trainers/ coaches

PROFESSIONAL DEVELOPMENT IN THESE AREAS:

- | | | |
|------------------------------|--------------------------|----------------------------|
| ❖ Early Childhood | ❖ Paraeducator Training | ❖ Response to Intervention |
| ❖ Reading & Literacy | ❖ Autism | ❖ Indian Ed for All |
| ❖ Differentiated Instruction | ❖ IDEA/Special Education | ❖ Math |
| ❖ Behavior | | ❖ Parent Trainings |

FUNDED:

- ❖ Mini Grants at \$1,000 for organizations to host training
- ❖ 9 Scholarships to attend CEC, MBI, and Montana Reading Institute, MEI

AWARDS:

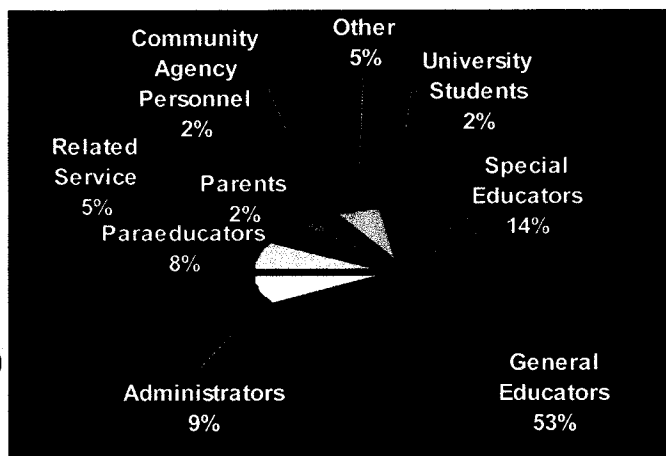
- ❖ Region V Paraeducator of the Year- *Marlene Mathison, East Evergreen, Kalispell*
- ❖ Region V Para/Teacher Team of the Year- *MCPS Early Learning Center Team, Missoula*
- ❖ Yes I Can! Award Winner- *Wade Clarke, Glacier High School, Kalispell*

EVENTS: Total events- 135

WHO WAS TRAINED:

- ❖ Special Educators: 422
- ❖ General Educators: 1522
- ❖ Administrators: 252
- ❖ Paraeducators: 245
- ❖ Related Service Personnel: 144
- ❖ Parents: 56 (attend free)
- ❖ Community Agency Personnel: 62
- ❖ University Students: 64 (attend free)
- ❖ Other: 161

TOTAL PARTICIPANTS: 2928



AVERAGE COST PER PERSON: \$55.97*

WHAT DO PARTICIPANTS SAY?

Administrator: *"This was very informative. I really am looking forward to further training. I would really like to be able to find ways to make this work"* Introduction to Instructional Coaching

Educator: *The games are wonderful and I will use the problem solving strategies. Very beneficial training, not too much info and all very useful.* Building Math Conceptual Knowledge

Psychologist: *"How to effectively gain trust of co-workers so they accept your help".* RTI Coaching Training

Paraprofessional : *"Visual schedules and story scripts are both tools I hope our team will be able to implement "* Autism Spectrum Disorder Academy

**Cost is an average based on all administrative expenses, materials, supplies, presenter fees, etc. for the funding year.*

*For more information go to www.cspd.net
or contact Nancy Marks at admin@cspd.net or 728-2400 ext 1088*